

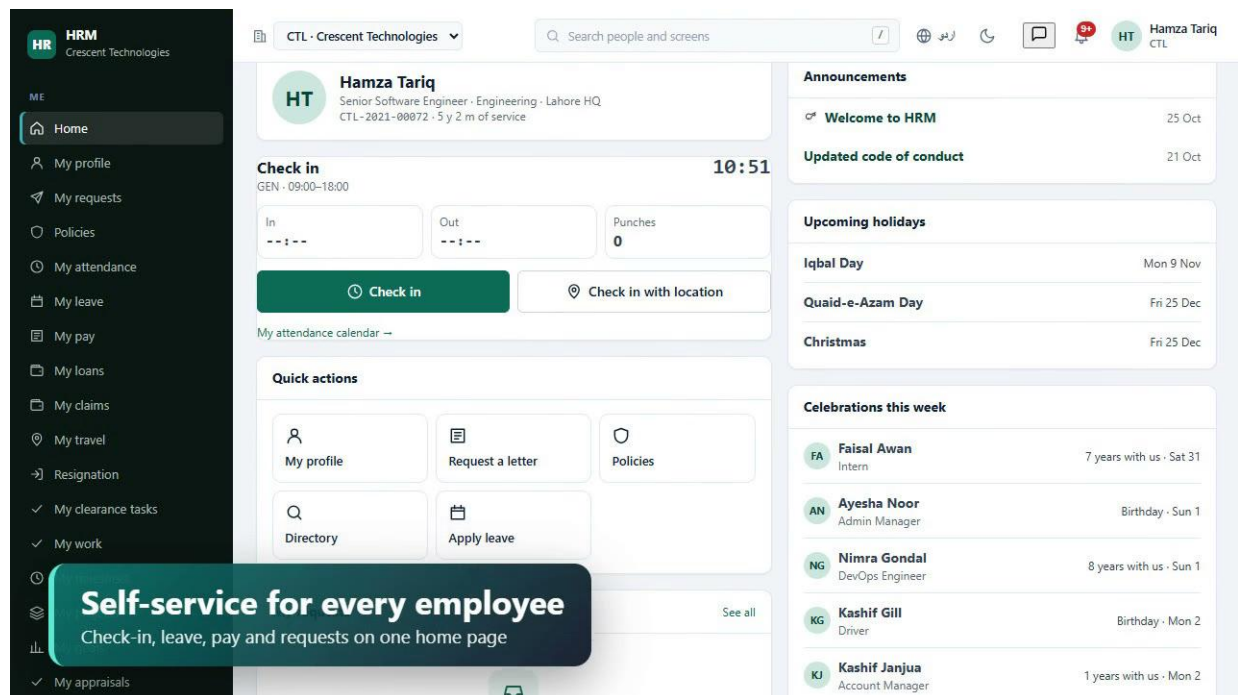
HRM — Human Resource Management

Every person. Every process. One platform.

HRM is a complete human resource platform for growing, multi-company organizations: one portal for every employee, manager, HR, payroll, finance and leadership user, with a mobile app, English and Urdu, and connections to the systems you already run.

*This overview follows the HRM promotional video (HRM-promo.mp4, 1 min 51 s) scene by scene.
Screens show the fictitious demo*

organization Crescent Group (Crescent Technologies and Crescent Foods; Lahore, Karachi, Islamabad).



Why HRM

Most organizations run people processes across spreadsheets, a separate attendance system, a payroll package and email approvals. Data is re-typed, approvals stall in inboxes, and nobody trusts the headcount. HRM puts the whole employee lifecycle — from requisition to final settlement — on one record, one approval engine and one set of permissions.

- **One platform** — Core HR, time and attendance, leave, payroll, loans, expenses and travel, projects and timesheets, performance, training, recruitment, onboarding, assets, helpdesk, grievances, engagement, analytics, monitoring and integrations.
- **Multi-company by design** — Organization → company → branch → department, each with its own rules, calendars, payroll and approvals. Group roles switch company — or see all companies — from the top bar.
- **Local by default** — PKR, July-to-June tax year, income-tax slabs, EOBI, provincial social security, provident fund and gratuity; English and Urdu with full right-to-left layout.
- **Secure by design** — Every page and action is permission-checked, every record is scoped to what the user may see, and salary, CNIC, bank and medical values are masked unless the role is allowed. Every change is audited.

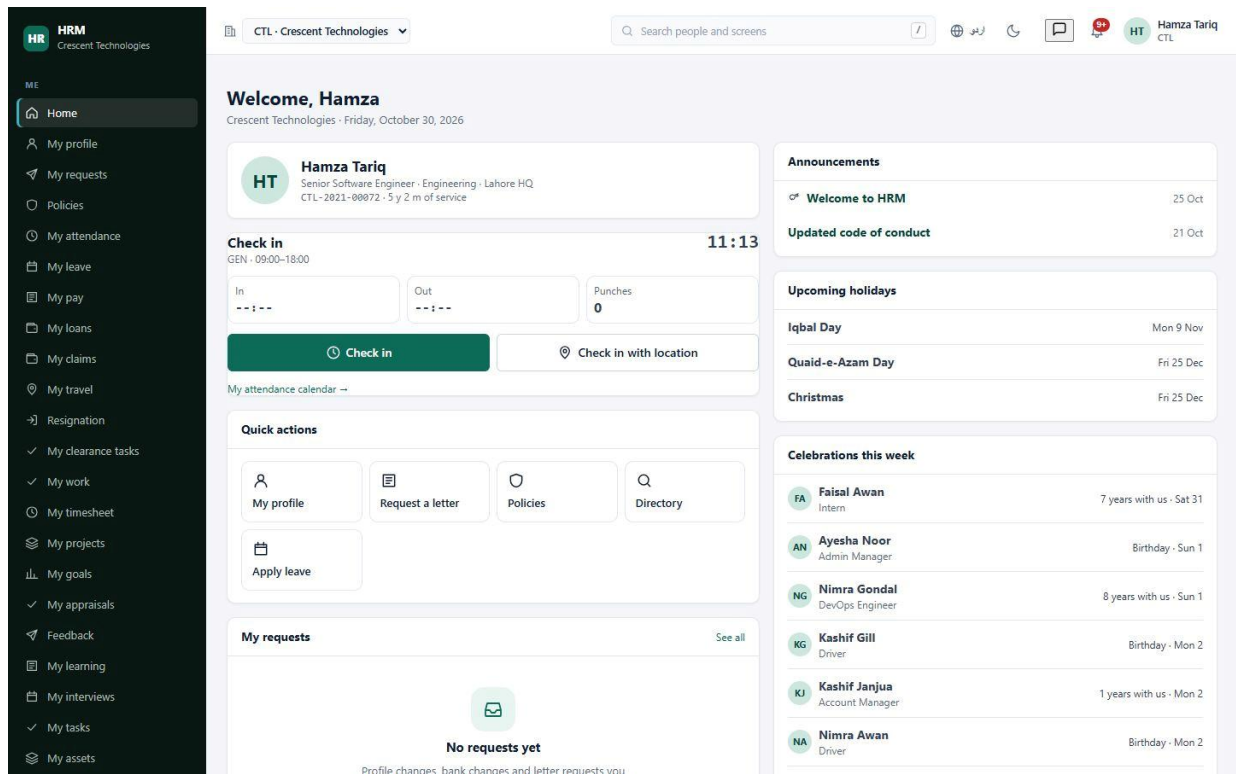
1. Self-service for every employee

Video: "Self-service for every employee" · "Attendance without the paperwork" · "Leave in a few clicks" · "Payslips and tax, always at hand"

Each employee gets a personal home page: check-in card, leave balances, pending requests, announcements and policies to acknowledge.

- **Attendance** — check in and out (with location where required), see the month at a glance, request a correction for a missed punch, swap shifts.
- **Leave** — live balances per leave type, the holiday calendar, apply in a few clicks and follow the approval step by step.
- **Pay** — monthly payslips and tax statements to download, loans and advances, expense claims and travel requests.
- **Growth** — goals, appraisals, 360 feedback, learning enrolments and certificates.
- **Services** — helpdesk tickets, the knowledge base, assets, surveys, grievances and the recognition wall.
- **Ask HR** — the HR assistant answers questions such as *"how much annual leave do I have?"* from the employee's own records and the

company's published policies, and links to the source.



2. One inbox for every approval

Video: "One inbox for every approval" · "Managers see their team's day"

Leave, attendance corrections, overtime, claims, travel, timesheets, profile changes, requisitions, offers, loans and payroll runs all flow through one configurable workflow engine. Approvers act from the **Approvals** inbox, by email or from Microsoft Teams; delegations cover holidays. Managers get a team dashboard — who is in, late or away today, and what needs their action — plus the team calendar, goals, appraisals and one-on-ones.

HR

HRM

Crescent Technologies

ME

Home

My profile

My requests

Policies

My attendance

My leave

My pay

My loans

My claims

My travel

Resignation

My clearance tasks

My work

My timesheet

My projects

My goals

My appraisals

Feedback

My learning

My interviews

My tasks

My assets

CTL - Crescent Technologies

Search people and screens

🌐

🌙

🗨

🔔

👤

Imran Qureshi

CTL

Approvals

20 waiting for you · 0 overdue

Delegations

Pending20On behalfCompletedSubmitted by me

Select all simple requests

Bank, letter and lifecycle requests are approved one at a time.

Leave - LV-2610-000002

Annual leave · Rizwan Chughtai · 5 day(s)

Leave: Annual leave

Dates: Thu 12 Nov – Mon 16 Nov 2026

Counted: 5 day(s) (incl. 2 sandwich)

Bilal Ahmed · Crescent Technologies · 28 Oct, 01:14 · Manager approval

Due 30 Oct, 17:00

Leave - LV-2610-000004

Casual leave · Bilal Lodhi · 1 day(s)

Leave: Casual leave

Dates: Tue 17 Nov 2026

Counted: 1 day(s)

Bilal Ahmed · Crescent Technologies · 28 Oct, 01:14 · Manager approval

Due 30 Oct, 17:00

Leave - LV-2610-000005

Casual leave · Sidra Kazmi · 2 day(s)

Leave: Casual leave

Dates: Thu 5 Nov – Fri 6 Nov 2026

Counted: 2 day(s)

Bilal Ahmed · Crescent Technologies · 28 Oct, 01:14 · Manager approval

Due 30 Oct, 17:00

Leave cancellation - LV-2610-000006

Cancel Casual leave · Aiman Gondal · LV-2610-000006

Leave: Casual leave

Dates: Mon 23 Nov – Mon 23 Nov 2026

Days: 1

Bilal Ahmed · Crescent Technologies · 28 Oct, 01:14 · Manager approval

Due 30 Oct, 17:00

Leave - LV-2610-000008

Annual leave · Rimsha Gill · 5 day(s)

Leave: Annual leave

Dates: Thu 19 Nov – Mon 23 Nov 2026

Counted: 5 day(s) (incl. 2 sandwich)

Bilal Ahmed · Crescent Technologies · 28 Oct, 01:14 · Manager approval

Due 30 Oct, 17:00

Leave - LV-2610-000010

Casual leave · Danish Hashmi · 1 day(s)

Leave: Casual leave

Dates: Fri 20 Nov 2026

Counted: 1 day(s)

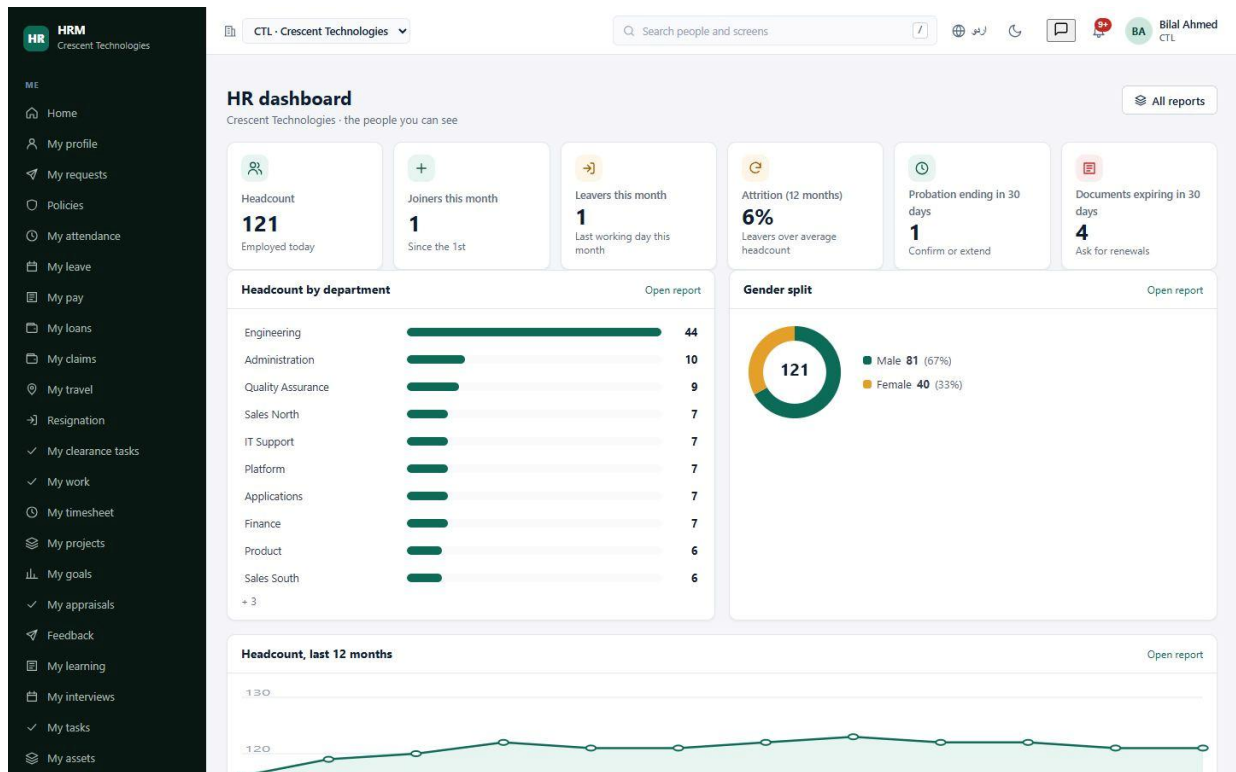
Bilal Ahmed · Crescent Technologies · 28 Oct, 01:14 · Manager approval

Due 30 Oct, 17:00

3. HR at a glance, records you can trust

Video: "HR at a glance" · "Complete, effective-dated records"

The HR dashboard shows headcount, joiners and leavers, probation and contract expiries, and the department and gender split across companies. Employee records hold personal, contact, family, qualification, bank, salary, document and letter history in one place. Promotions, transfers and salary changes are **effective-dated**: history is never overwritten. Bulk import from Excel brings existing staff in with row-by-row validation; letters and certificates are generated from templates with an online verification code.



4. Payroll with maker-checker control

Video: "Payroll with maker-checker control"

Pay components, salary structures and pay groups drive a monthly run that is calculated, reviewed with variance and exception reports, and approved by a second person — **the maker can never approve their own run**. Approved runs publish payslips, produce the bank file and post the accounting journal to the ERP. Loans recover automatically; final settlements close the exit.

HR

HRM

Crescent Technologies

ME

Recognition wall

Approvals

Directory

Org chart

PAYROLL

Payroll dashboard

Payroll runs

Pay components

Salary structures

Salary revisions

Pay groups

Payments and GL

Tax and statutory

CTL - Crescent Technologies

Search people and screens

🌐

🌙

🔔

RA

Rizwan Akhtar

CTL

Payroll runs

Crescent Technologies - calculate, review, approve and lock each pay period

All pay groups

All statuses

Run

Period

Type

Employees

Gross

Net

Status

Maker / checker

PR-MONTHLY-202610-01

October 2026
MONTHLY

Regular

120

-

-

Draft

— / —

Open

PR-MONTHLY-202609-01

September 2026
MONTHLY

Regular

121

26,816,360

22,292,867

Posted

Rizwan Akhtar / Nadia Hussain

Open

PR-MONTHLY-202608-01

August 2026
MONTHLY

Regular

123

27,254,736

22,747,089

Posted

Rizwan Akhtar / Nadia Hussain

Open

PR-MONTHLY-202607-01

July 2026
MONTHLY

Regular

123

27,176,470

22,599,024

Posted

Rizwan Akhtar / Nadia Hussain

Open

New run

5. Expenses and travel under budget

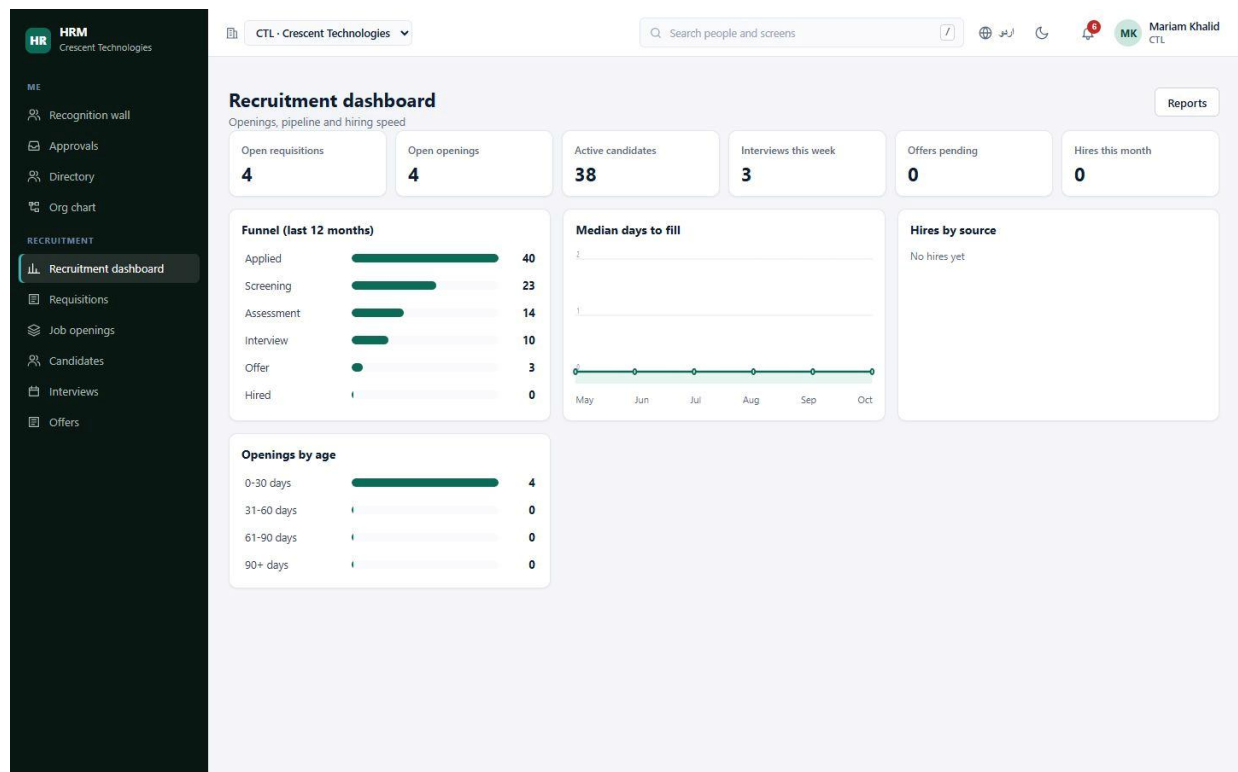
Video: "Expenses and travel under budget"

Claims and travel advances are checked against category limits and budgets before they reach finance; receipts are attached, advances are settled against actual spend, and approved claims flow to payroll or payment.

6. Hire from requisition to onboarding

Video: "Hire from requisition to onboarding"

Requisitions within the approved headcount plan become openings on the company careers page. Candidates move through a pipeline board, interviews are scheduled with scorecards, offers within the grade band are approved and **accepted online** by the candidate, and the new joiner arrives with an onboarding checklist and a pre-boarding welcome page.



7. Performance and learning

Video: "Goals, appraisals and calibration" · "Learning that is tracked"

Goal-setting windows, KPI libraries, appraisal forms, self/manager/360 stages, calibration and improvement plans run as consistent cycles. Training needs feed a catalogue of courses and sessions with nominations, attendance, certificates, expiry alerts and training bonds.

8. Helpdesk, knowledge base and Speak Up

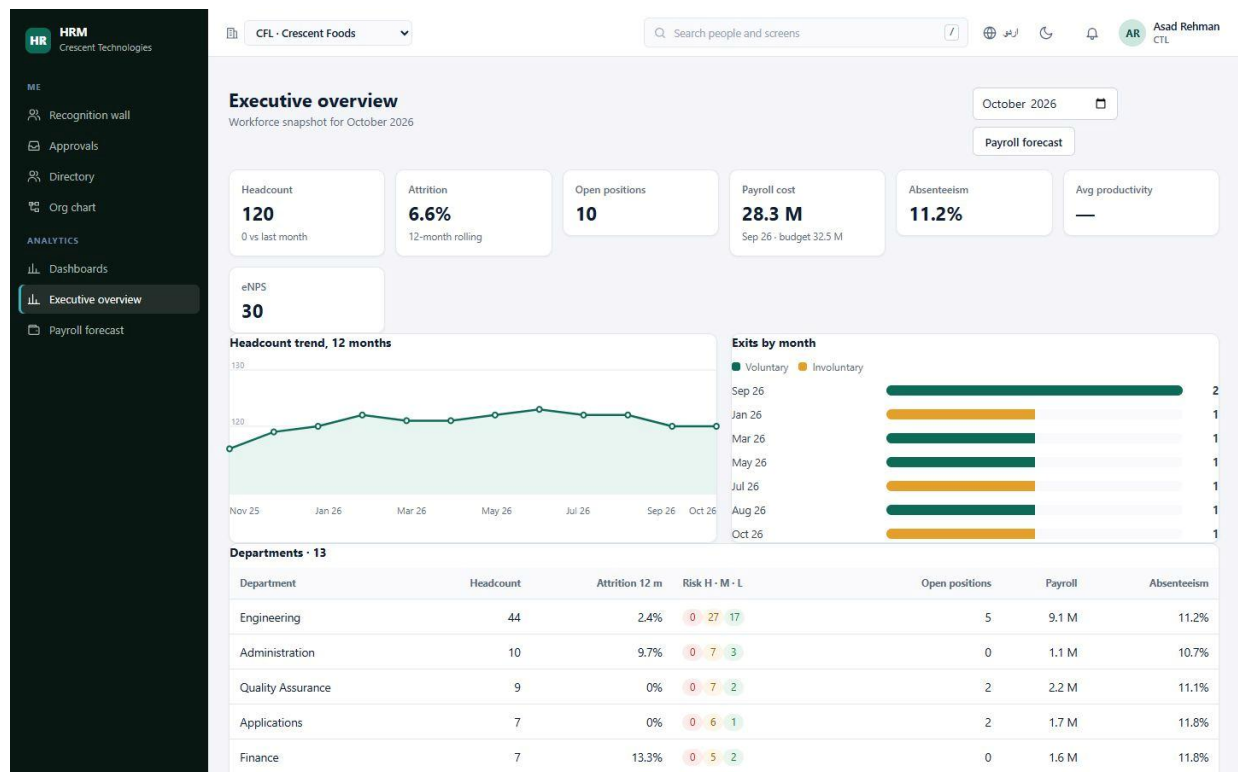
Video: "Helpdesk and knowledge base"

Employee tickets route to queues with service-level targets and an at-risk view; a knowledge base deflects common questions and feeds the HR assistant. Grievances and **anonymous Speak Up reports** are visible only to the grievance committee — not even administrators can open them.

9. Executive insight and self-service analytics

Video: "Executive insight" · "Build any report — no code"

The executive overview shows headcount, cost, exits and month-on-month change across companies, with an **attrition-risk** view, a 12-month **payroll forecast** with scenarios, and diversity and pay-equity figures. Small groups are suppressed to protect privacy. Analysts build their own reports — pick a dataset, drag fields, filter, pivot, chart — compose dashboards and schedule delivery by email, always within their data scope.



10. Privacy-first activity insight (optional module)

Video: "Privacy-first activity insight"

For organizations that need it, a desktop agent and browser extension measure productive time by application and website. **Nothing is collected until an approved policy has been acknowledged by the employee**; keystrokes, clipboard, microphone, webcam, email and chat content and personal devices are never collected; there is no hidden mode; and every individual view is logged and visible to the employee.

11. Connected to your business

Video: "Connected to your business"

Ready connectors for ERP and accounting (for example SAP Business One and Odoo), Microsoft Teams and Slack approvals, Microsoft 365 calendars, Entra ID provisioning and SMS; a documented public REST API with OAuth clients or API keys, webhooks for partner systems, and biometric attendance devices.

12. Works on any device

Video: "Works on any device"

Every self-service page adapts to a phone. The HRM mobile app adds check-in with location, leave, payslips, approvals, notifications, the HR assistant and, for executives, the executive overview.

Built for IT and compliance

- **Access control** — role-based permissions on every page and API call; data scope by company, branch, department or team; field-level

masking for salary, CNIC, bank and medical data; two-step sign-in with an authenticator app; account lockout.

- **Audit** — every change and every sensitive read is recorded with who, when and from where; auditors get a read-only role.
- **History** — effective-dated records; locked attendance months and approved payroll are corrected by adjustments, never edited.
- **Deployment** — ASP.NET Core and SQL Server, hosted on Windows/IIS on premises or in your cloud; Angular web portal; mobile app.
- **Languages** — English and Urdu, including right-to-left layout and Urdu notification texts.

Who uses HRM

Role	What they get
Employees	Self-service for attendance, leave, pay, growth and services
Line managers	Approvals, team dashboard, roster, goals and appraisals
HR managers and officers	Records, lifecycle, time and leave rules, recruitment, performance, training, exits
Payroll and finance	Maker-checker payroll, loans, claims, budgets, journals
Executives and analysts	Executive overview, forecasts, attrition, report builder
Service teams	Helpdesk, assets, grievance committee, legal and compliance
IT and integrators	Users and roles, workflows, devices, connectors, API and webhooks

See it live. Ask for a guided demo of HRM — we will walk through your own journeys, from an employee's first check-in to an approved payroll, in thirty minutes.